

MINUTES OF THE TNG-CWA Human Rights and Equity Committee

December 5, 2009

PRESENT: Carl Younger, Chair; Natalie Hill, Sheila Lindsay, Chair SEC HRE Committee; Vernon Clark, Ka Yan Ng, Vincent Proteau, Tiffany Heath, Bernie Lunzer.

Absent: Matt Olson, Yoko Kuramoto-Eidsmoe, Melissa Nelson, Arnold Amber, director, CWA-SCA Canada, Carol Rothman, Secretary Treasurer TNG-CWA

MINUTES PREPARED BY Carl Younger. Called to order at 1:03 pm eastern time.

Sheila Lindsay and Carl Younger will participate in the Cornell University program on differing religious beliefs December 14. Sheila volunteered to present a report on the class to the committee in January.

Bernie Lunzer confirmed that a \$100 contribution in the name of the Human Rights and Equity committee supporting Wade Henderson's Human Rights award.

Discussion went to a possible joint letter with CWA's Diversity group supporting the NAACP's initiative in Alaska on the issue of the lack of minorities in Alaska government. Bernie Lunzer said he would e-mail Lesley Jackson of the CWA to see if they are interested in a joint effort.

Carl Younger went over the reaction to the November 14th New England District Council and reported positive reactions for the Demographic Survey.

Sheila and Vernon attended the Mid Atlantic District and reported positive reaction from that council.

Bernie Lunzer said it was discussed at the Mid-West council and thinks everyone there was extremely supportive.

Bernie Lunzer confirmed that the CWA research department has us next on their list and is prepared to take on our demographic survey project.

It was decided that the surveys once completed should be sent to TNG's Melissa Nelson to insure that we have copies on file. It was agreed to have locals include a 60 day time limit for locals to get survey information back from management

Discussion went to initiatives for the New Year and a memo forwarded by Carol Rothman regarding the still rampant discrimination in many states against gay, lesbian and transgendered workers. (In 29 states it is still legal to fire someone just because they are gay, and in 38 states it is OK to fire someone for being transgendered.

It was thought that we could look at TNG contract language and request that strong antidiscrimination language is bargained in support of LGBT workers.

Sheila Lindsey said that Wade Henderson has been working on a legislative initiative and said she would look into that. Tiffany Heath said she would talk to the New Executive Director of Private Work National Peggy Shorey to see what information they have on discrimination language.

Bernie Lunzer reminded us that the second notice for the new officer's seminar went out and that there are 10 minority scholarships for potential leaders in TNG locals. Vernon Clark and Sheila Lindsey said they have names they will submit to their locals, Carl Younger also has an idea and will bring it up in this Tuesdays Delegate meeting in Boston. Sheila Lindsey confirmed that she will attend the New Local Officer's seminar in Washington and report back to the committee.

Discussion went to the concept of a TNG diversity seat. Bernie suggested that a diversity seat would be an affirmative action approach. There is nothing wrong with affirmative action but right now we are blessed with at least adequate representation and thinks the right approach is to organically grow our commitment to equity and diversity in TNG. He also said he would not support a ticket that runs that does not have at least the current level of diversity or better.

Sheila said she and Arnold Amber will work together to create something that will put emphasis on maintaining diversity. Sheila also invited Nestor Soto to attend future meetings. Sheila will also request that an interpreter be available.

Next meeting was scheduled for Saturday January 16th 1PM Eastern time.
Meeting adjourned at 1:29 PM Eastern time.